

ATTACHMENT

Approved For Release 2002/04/01 : CIA-RDP82-00357R000300040054-0
 Tentative 1976 Legislative Program
 U.S. Civil Service Commission

<u>Proposal</u>	<u>Recommended Priority</u>	<u>Comments</u>
Modification of retirement program to conform with national pension reform legislation, and other technical, conforming, and administrative changes necessary in retirement, life, and health benefits programs.		Insufficient knowledge of the full scope of the legislation for comment.
Executive Pay - to provide an immediate adjustment in Executive Schedule pay rates, and to provide a permanent system which will ensure timely and adequate adjustments in Executive Schedule pay rates in the future.	1	Believe action in this area is essential if the Government is to retain competent and experienced executives.
Political Activity - to provide for the regulation of political activities of public employees and for other purposes. The proposal would revise 5 U.S.C. 7322-27, 1501-08 which regulate political activity by employees of the Federal and District of Columbia governments and by certain employees of State and local governments.	3	Endorse any action which will guarantee employees full freedom to exercise their civil rights.
Adverse Action and Appeals Systems - to amend the provisions of Title 5, U.S.C., to redefine "adverse action" by deleting the term "furlough without pay"; to change the term "reduction in rank or pay" to "reduction in grade or pay"; to make a distinction between disciplinary and non-disciplinary actions; and, to limit adverse action to disciplinary actions only. These proposed changes are an outgrowth of an intensive review of the adverse action and appeals systems recently completed by the Civil Service Commission. The review resulted in the	2	Endorse all efforts to clarify the distinction in "adverse actions" and to establish firm and unequivocal guidelines for taking necessary actions.

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identification of a number of problems and dissatisfaction with the existing systems and in plans to revise and correct them by administrative action, by Executive order, and through legislation.		
An Executive Personnel System - to provide a comprehensive personnel system for about 8,000 executives whose positions fall in the present General Schedule grades 16, 17, and 18, or in the equivalent pay range under other salary systems. With some exceptions, the new system, to be called the Executive Personnel System, will cover all such positions in the executive branch.		CIA's particular security and personnel requirements would make it difficult for this Agency to participate in such a program. Therefore, feel it inappropriate to comment.
Increase the Number of Positions in Grades GS-16, 17, and 18 - to authorize new administrative, policy and program positions in grades GS-16, 17, and 18 of the General Schedule, commonly known as supergrades,		No comment.
Hazardous Duty Differential Legislative Proposal - to provide similar treatment for both General Schedule and wage employees who are exposed to hazards, physical hardships, and adverse working conditions,	4	While this is not a matter of particular concern for CIA, it appears only equitable that all employees receive the same treatment in activities of this kind.
Recapture Annuity Equivalents Withheld from Salaries of Reemployed Annuitants,	6	If this is Sen. Mansfield's proposal, it appears to be an equitable solution to the matter of Agencies financially profiting by the reemployment of Gov't annuitants.
Provide more uniform and improved premium pay benefits for all categories of employees.	5	This is another matter worth pursuing in the interest of equitable treatment of all Gov't employees.

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Experts and Consultants - to provide general authority for the employment of experts and consultants without the need for additional authority in appropriation and other acts.

Flexible Hours of Work - to provide for experimentation of flexible scheduling of work by Federal agencies.

Not applicable in CIA. The CIA Act of 1949 gives the Director the authority to hire consultants and experts.

Given the widespread interest in the Flexible Hours of work proposal, it would be productive for the Gov't to be in a position to make feasibility studies and experiments encompassing the whole concept.